

Historic, Archive Document

Do not assume content reflects current scientific knowledge, policies, or practices.

Reserve

A275.29

Ex825Su

UNITED STATES
DEPARTMENT OF AGRICULTURE
LIBRARY



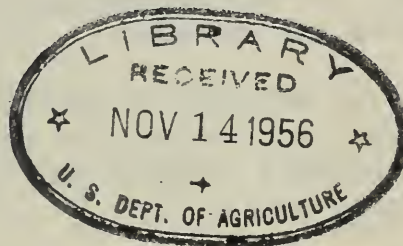
Reserve

BOOK NUMBER
913778

A275.29
Ex825Su

SUMMARY OF FOUR DISTRICT EXTENSION TRAINING CONFERENCES
ON 4-H LEADERSHIP IN MISSISSIPPI *Objectives of Conferences:

1. To demonstrate methods of training leaders in:
 - (1) Subject matter
 - (2) Club Activities
 - (3) Club programs
2. To demonstrate the use of leaders through:
 - (1) Carefully planned club programs
 - (2) The use of a movie on 4-H leadership
3. To clarify thinking of Extension agents and State 4-H staff as to:
 - (1) What are our present leadership needs and objectives
 - (2) What jobs are leaders needed for
 - (3) What leaders can mean to a program
 - (4) Create a positive attitude toward selection and use of leaders
4. To get suggestions from agents on help needed for leader training and on use of leaders.
5. To share experiences on successful leader programs
6. To study present leadership situation and to evaluate its strengths and weaknesses in order to develop a constructive plan for selecting, training, and using leaders for improving the 4-H program in Mississippi.

Present Situation Regarding Volunteer Leadership for 4-H Clubs:

Volunteer leadership for 4-H clubs is not a new idea in Mississippi, nor is emphasis on this phase of 4-H work new. Excellent work has been and is being done by many leaders.

The need is more acute at the present time because of the increased enrollment, large consolidated school areas, competition for time in schools and in communities, more demands from the public for service from Extension workers, and because of the expansion of the scope and interest in 4-H Club work. The situation regarding 4-H leaders may be summed up about as follows.

While every county has a few outstanding leaders for women and for men, far less than one-half of the clubs have even one active leader for boys and for girls. Many clubs do not have active teacher sponsors.

* Prepared by Jewell G. Fessenden

Recent surveys, observations, and records show that the majority of named leaders do not attend very many local club meetings, county meetings, and 4-H events. Too often they have no part in planning policies for 4-H programs. Very often this is due to lack of training and because there is no definite plan for the training and use of leaders in the 4-H program.

Where definite checks have been made, it has been found that the majority of leaders are teachers. In many instances they do not live in the local community, nor do they have sufficient time to devote to 4-H club work and to attend county meetings to receive specific training. Much praise and credit are due the group of teachers who are serving efficiently as 4-H leaders and sponsors.

The majority of counties do not have active adult leaders organizations - active being interpreted as holding regular meetings, 6 or more per year, with planned programs and opportunity for training in 4-H activities, projects, and programs.

The organization should be composed of men and women leaders. A few counties are doing an excellent job.

The county 4-H council which is composed of local 4-H officers offers a splendid opportunity for training junior leadership. Some studies have revealed the fact that a combination of active adult and Junior leaders makes for successful club programs and contributes to larger tenure in 4-H club work.

More counties have 4-H councils than have adult leaders organizations. However, about 1/3 of the counties do not have 4-H councils organized and meeting regularly. In those with organizations there is still need for improvement in programs and in training offered the Junior leaders.

More neighborhood leaders are needed for closer contact with members for individual instruction and management and for parental contact.

When the jobs for which leaders are needed is reviewed it is also recognized that many types of leaders are needed to meet the complex needs of the 4-H program with its multiple projects, activities, programs, age group interests and individual needs of boys and girls.

Objectives As to 4-H Leadership:

What do we need in leaders? This question was considered very seriously by all Extension workers participating in the conferences. The following points were emphasized by the group:

4-H Club work in order to be successful needs:-

1. Sufficient local leadership for each club.
2. Leadership that is willing to assume community responsibility for development of its own youth.

3. Leadership that has community standing and that can change attitudes of people.
4. Leadership with sufficient time to devote to 4-H work, and willingness to devote the time.
5. Sufficient capable leadership.
6. Leadership that has the ability and skill or can be trained to:
 - (1) Teach subject matter in 4-H program.
 - (2) Plan and direct 4-H programs and activities.
 - (3) Teach value of club work to community.
 - (4) Visualize community development through youth and through training for citizenship.
 - (5) Visualize community needs - economic, social, educational.
 - (6) Work with groups that are organization conscious.
 - (7) To give individual guidance to boys and girls - to understand and direct different age interests.
 - (8) Develop leadership in others.
 - (9) Reach more people in community through 4-H Club work.
 - (10) Teach by example - successful on own farm or in own home.
 - (11) Interpret state and national conditions to local members.
 - (12) Help youth meet social needs - plan and direct recreation.

SUMMARY OF JOBS WHICH AGENTS WOULD LIKE TO HAVE ADULT 4-H LEADERS ASSIST WITH

Based on Individual and Group Suggestions from County Extension Workers attending the conferences.

Jobs which agents felt a need for having leaders assist with or be responsible for seem to fall under the following general headings:-

1. Public Relations.
2. Teaching of Subject Matter.
3. Directing Special Club Activities.
4. Program Planning.
5. Personal Guidance to Members.
6. Directing Social Activities.
7. Training for Leadership.
8. Enrollments.

Specific jobs were classified as accurately as possible in line with the foregoing general headings.

1. Personal Assistance to Members.
 - (1) Individual members records.

- a. Encouragement and assistance to members.
- b. Keeping records.
- c. Seeing that members turn in records after being completed.
- d. Teaching value of records.

(2) Project assistance.

- a. Individual assistance.
- b. Using projects.
- c. Teaching project requirements.
- d. Use of project literature.
- e. Helping to get sponsors for projects.
- f. Helping members to get financing for projects.
- g. Help enroll in project best suited to needs.

(3) Individual guidance.

- a. Personal inspiration to members to complete work and to do high quality of club work.
- b. Guidance in personal problems of members.
- c. Personal encouragement to keep members interested and to develop them individually.
- d. Try to secure wider participation of members in all activities.

2. Training for Leadership.

(1) Train officers and other junior leaders for responsibilities.

- a. How to conduct meetings.
- b. Parliamentary procedure.
- c. Secretary's record.
- d. Keep minutes of meetings.

(2) Train individual members for appearances on 4-H club programs, and for presenting programs to other groups.

(3) Training individual members for contests, demonstrations (individual and team), preparing exhibits, and preparing animals for shows.

3. Teaching Subject Matter.

- (1) Knowing subject matter requirements.
- (2) Giving demonstrations at club meetings.
- (3) Individual instruction to members (also mentioned under personal assistance)
- (4) Talks on subject matter, using illustrations, exhibits, and other visual aids.
- (5) Teaching 4-H members by using own farms and homes as demonstrations.

4. Responsibility for Club Activities and Programs.

- (1) Help members see that meeting rooms are ready and that programs are prepared by members.
- (2) Train club for participation in county events, for school programs, and community activities.
- (3) Help provide transportation for club to county events and to district and state 4-H events.
- (4) Assist agents with holding county contests, rallies, camps, tours, exhibits, fairs, and achievement banquets and programs.
- (5) Be responsible for community events such as Emphasis week, 4-H Sunday, 4-H Better Homes, and others.
- (6) Attend local club meetings each month.
- (7) Hold extra meetings without agent when needed to train members.
- (8) Hold regular meetings when agents are absent.
- (9) Help secure leaders for and hold neighborhood meetings of small groups in order to provide more and better instruction for members.

5. Program Planning.

Community.

- (1) Help officers to plan community program to meet needs of club.
- (2) Advise agents on needs of members.
- (3) See that club plans a yearly program, and coordinate it with county program.

County

- (1) Assist agent and other leaders with planning county 4-H program based on county and community needs.

6. Public Relations.

- (1) Know and understand values of 4-H work.
- (2) Know county, state, and national 4-H programs.
- (3) Interpret 4-H values and program to parents, school leadership and others in community.
- (4) Secure time and place in school for 4-H work.
- (5) Help secure prestige for 4-H work through public programs, newspapers, recognition.
- (6) Definite plan for getting cooperation of parents.
- (7) Coordinate 4-H program and activities with other community activities.
- (8) Teach 4-H members more of values and ideals of 4-H work.

7. Enrollments and Organization.

- (1) Increase enrollments.
- (2) Enroll members and give list to agents.
- (3) Secure members who are out of school.
- (4) Reorganize clubs.
- (5) Organize neighborhood clubs.

8. Social Activities.

- (1) Plan for community parties and other recreational activities.
- (2) Train members for helping with these.

Specific jobs named by county extension workers the greatest number of times in the following order were:-

(1)	Assistance with records.	115	times
(2)	Attendance at and assistance with 4-H club meetings.	90	"
(3)	Program planning in local clubs.	89	"
(4)	Individual project assistance.	86	"
(5)	Visiting members projects	76	"
(6)	Training demonstration and judging teams	75	"
(7)	Securing cooperation of school people.	69	"
(8)	Securing cooperation of parents	69	"
(9)	Teaching subject matter	68	"
(10)	Helping with recreation	61	"
(11)	Being thoroughly familiar with 4-H Club programs and activities (county, state, and national)	60	"
(12)	Assisting with transportation to 4-H events	60	"
(13)	Holding extra meetings without agents.	60	"

Other jobs named by as many as 25% of the group were:

- (1) To assist with raising money.
- (2) Assisting with contests and exhibits (included preparing members for these events).

SUGGESTED LEADER-TRAINING PROGRAM TO EQUIP LEADERS FOR JOBS SUGGESTED AND TO APPROACH ULTIMATE NEEDS IN LEADERSHIP

Recent studies in Mississippi and in other states have pointed out that in order to function effectively, leaders must:

1. Understand the need for their services.
2. Be challenged to serve.
3. Have a clear understanding of the job to be done.
4. Possess the knowledge and skill necessary to do the job - including techniques in teaching.
5. Be given the responsibility and made to feel that they should and can accept it.
6. Be helped to recognize achievements as a result of their efforts.
7. Encouraged and recognized.

The above is not intended to be a comprehensive list, but does point out a few factors to consider in training leaders.

Participants in the conferences suggested the following as essential in a good training program for leaders.

1. First, define the areas of work in which leaders will be expected to function---outline specific jobs to be worked out with leaders.
2. Include training for all county and club activities to be emphasized in respective county programs.

Example:

Contests - judging, demonstrations, and record achievement.
How to prepare exhibits.
Participation in camp program.
Skits, songs, etc. per rally.
Public programs.
4-H Emphasis week.

3. Training in club organization procedure.

Example:

How to enroll members
" " organize a club
" " train officers to preside
" " " in parliamentary procedure
" " keep secretary's record and minutes
" " organize projects and secure and use junior leaders
" " work with groups

4. Training in program planning

Example:

Setting club goals
Planning program in secretary's books
Setting project goals
Planning for public programs
4-H ideas and rituals
4-H songs

5. Training in project requirements and use of literature

6. Training in teaching methods and techniques

- (1) How to give demonstrations
- (2) " " use result demonstrations
- (3) " " " visual aids
- (4) Sources of and materials available

7. Training in 4-H objectives and values

- (1) Teach guideposts
- (2) " 4-H ideals and rituals

8. Training in youth guidance:

- (1) Age interests
- (2) Personal problems
- (3) Older members

9. Training in public relations:

- (1) How to write news articles
- (2) How to get parent interest and cooperation
- (3) How to get school leaders' interest and cooperation

SUGGESTED METHODS FOR TRAINING LEADERS AND FOR IMPROVING LEADERSHIP IN
MISSISSIPPI

1. An active adult leader and teacher-sponsor for every boys and girls club.
2. A strong county leader's organization with regular meeting dates and a planned program.
3. More specialist help in training leaders and in supplying training material.
4. Agents to supply more program material to leaders and to make more personal contacts.
5. Active 4-H Council with planned program and regular meeting dates.
6. More local neighborhood leaders who have varied abilities.
7. Make greater use of advisory councils for club leadership, and for sponsoring 4-H activities and events.

CONCLUSIONS:

1. We need a positive approach on the part of Extension agents regarding leaders.
2. We need training in how to select, train, and use leaders to better advantage.
3. We need a higher vision as to possibilities of democratic group work that is led to self direction and not told what to do.
4. We need more publicity on the examples of good leadership jobs that are being done.

GENERAL OBSERVATIONS:

The meetings were conducted in a fine spirit of cooperation on part of all in attendance under the leadership of the 4-H club staff and the district agents.

The agents responded in an excellent manner and made very pointed and pertinent suggestions regarding leadership for 4-H club work in Mississippi.

Members of the State staff received much inspiration and help from the meetings.

